



Florida**Pioneer**Network

## *2015 Strategic Planning Overview*

# Our Vision

- ▶ FPN's vision is to foster person-centered environments that support elders and those closest to them through a culture that is life-affirming, satisfying, humane, and meaningful. FPN works to create communities where elders want to live and employees choose to work. FPN seeks to inspire long term systematic culture change that will benefit not only our parents and grandparents, but those working in long-term care and those who might need long-term care in the future.

## Organizational Accomplishments to Date

*Sustainability*---since 2000

*Track Record*---Successful funded educational projects (Artifacts and Advancing Change for example)

*Credibility*---Approval for National Learning Collaborative

*Accord*

*Representation of diverse stakeholder groups*

*Support from national Pioneer Network*

## Our Mission

1. To encourage person-directed models of care.
2. To support educational programs that foster the vision.
3. To support and encourage efforts of organizations that share that vision.
4. To advance public policies that further vision.
5. To develop collaborative partnerships to advance the vision.
6. To engage in projects intended to clarify and communicate the vision.

# Strategic Planning Process

- ▶ Fall, 2015
- ▶ Reviewed and edited by Executive Committee January-February, 2016



FloridaPioneerNetwork

<p><b>S</b></p> <p><b>Strengths</b></p> <ul style="list-style-type: none"> <li>• Passionate Volunteers</li> <li>• Expertise of Steering Committee/Volunteers</li> <li>• Mission/Vision</li> <li>• Rich History</li> <li>• Growing Body of Support for Methods</li> <li>• Evidence/Data</li> <li>• Relationships:             <ul style="list-style-type: none"> <li>WPHF, LeadingAge Florida, Culture Change trainers, consultants &amp; other interested parties FHCA, LTC Ombudsman Program, HSAG, Alzheimer's Assoc. of Central Florida Chapter, Academia (USF, UCF, FSU)</li> </ul> </li> </ul>	<p><b>W</b></p> <p><b>Weaknesses</b></p> <ul style="list-style-type: none"> <li>• Lack of Funding</li> <li>• Staff</li> <li>• Lack of Consumer Involvement</li> <li>• Battling Other Voices for NH Operational priorities</li> <li>• Have Not Communicated Outcomes Well to affect Change</li> <li>• Language ("Journey", "Culture Change vs. Person Centered/Person Directed Care.</li> <li>• Lack of Focus</li> <li>• Lack of Branding</li> <li>• Receptivity vs. ROI</li> <li>• People not embracing latest "kit"</li> <li>• Trendy</li> <li>• Downside of "piggy-backing"</li> </ul>
<p><b>O</b></p> <p><b>Opportunities</b></p> <ul style="list-style-type: none"> <li>• Relationships/other Initiatives             <ul style="list-style-type: none"> <li>Partnership for Dementia Care</li> <li>FHCA Culture Change Council</li> <li>Dining Standards</li> <li>"Synergy"</li> </ul> </li> <li>• To be the voice of Person Centered Care</li> <li>• Broader Issue</li> <li>• How we care for each other</li> <li>• Culture Change Overall</li> <li>• Demographics</li> <li>• Demand</li> <li>• Baby Boomers</li> <li>• Number of LTC Institutions</li> </ul>	<p><b>T</b></p> <p><b>Threats</b></p> <ul style="list-style-type: none"> <li>• Competing Agendas/Initiatives</li> <li>• Number of Elders/Demographics</li> <li>• Decreased Institutional/NH Care &gt;Community-Based Care</li> <li>• Economics</li> <li>• Inadequate Medicaid Funding</li> <li>• Perception of Culture Change/Lack of Funding</li> <li>• Lack of "Champions" Administrators</li> <li>• Administrator Turnover at Facilities</li> <li>• Many competing initiatives - CMS/AHCA</li> <li>• Consumers: Negative connotation</li> <li>• Denial for need for NH/LTC</li> <li>• Culture Change broader than just NH</li> <li>• Changing Perception of Aging</li> <li>• Possible dilution</li> <li>• Voice to communicate value of caring for each other</li> </ul>

# What did the strategic plan reveal about “critical issues” facing FPN?

## Education

- ▶ To become the voice of person-centered care
- ▶ Fostering relationships across the LTC continuum and other initiatives to promote quality.

## Funding

- ▶ Budgetary support for FPN staff position(s)
- ▶ \$ to implement educational activities

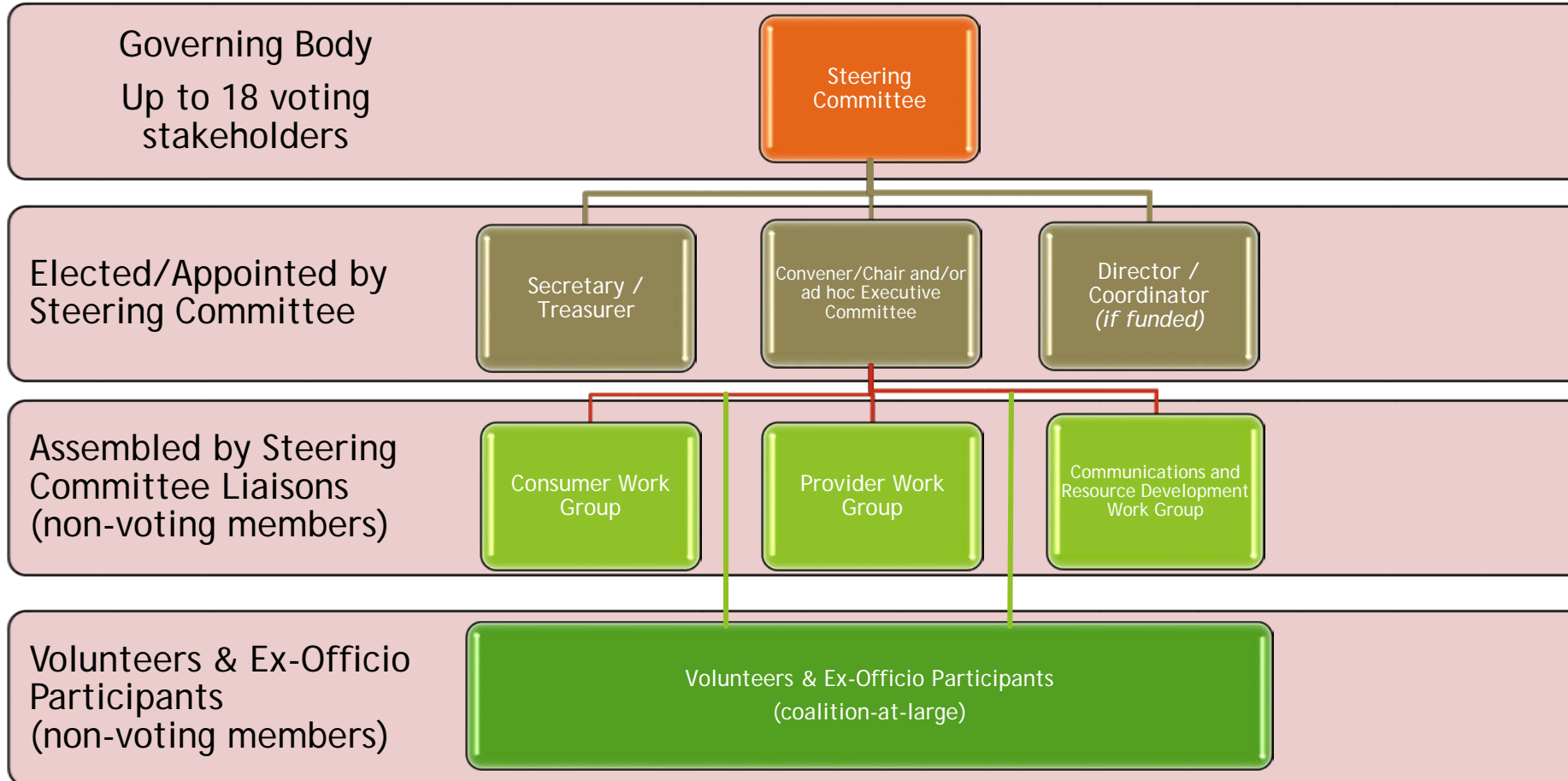
## Focus

- ▶ Branding
- ▶ Communicating outcomes well to effect change
- ▶ Battling other voices for facility operational priorities
- ▶ Competing agendas of stakeholders
- ▶ Competing quality initiatives

# Suggested Action Steps---Charge to the Steering Committee and Workgroups

- ▶ Goal 1: Educate on foundational culture change practices
- ▶ Goal 2: Promote resident and family choice in dementia care
- ▶ Goal 3: Increase consumer and family involvement in long-term care culture change
- ▶ Goal 4: Strengthen FPN as an organization
- ▶ Goal 5: Improve dementia care/reduce antipsychotics
- ▶ Goal 6: Provide consulting/coaching to Florida homes

# Our Structure



# FPN Structure

Committee	Purpose
Steering Committee	<ul style="list-style-type: none"><li>• Provide governance and strategic direction to FPN</li><li>• Ensure adherence to FPN Accord and update as necessary</li><li>• Advance the work plan and act on recommendations</li><li>• Complete an annual evaluation of progress on meeting established goals</li></ul>
Consumer Work Group (Liaison: Chris Mulrooney)	<ul style="list-style-type: none"><li>• Involve Consumers/Families</li><li>• Identify priorities and advocacy needs for this constituency and ways to meet them</li></ul>
Provider Work Group (Liaisons: Millie Sorger & Lori Jowett)	<ul style="list-style-type: none"><li>• Involve more providers and their needs/challenges in implementing culture change</li><li>• Identify priorities and advocacy needs for this constituency and ways to meet them</li></ul>
Communications and Resource Development Work Group (Liaison: Cathy Lieblich)	<ul style="list-style-type: none"><li>• Keep Website/Facebook Page/Database up to date</li><li>• Identify communications and funding/resource needs for FPN and ways to meet them</li></ul>
Volunteers & Ex-Officio Participants (Coalition-at-large) (Liaison: Mel Coppola)	<ul style="list-style-type: none"><li>• Share passion about culture change &amp; recommend ways to advance it in Florida</li><li>• Participate in work groups as interest and availability allows</li></ul>